

PRN
Professional Resource for Nurses
Office: 408-249-0294

MEMORANDUM

Date: February 19, 1998

To: All PRN Bargaining Unit RNs

From: Patricia Briggs, RN, PRN President and Chief Negotiator

Subject: Charge Nurse Assignment

There has been some concern regarding the “Charge Nurse” assignment and if an RN can refuse to take charge of her/his unit. This memo will serve as clarification, specifically:

1. An RN cannot refuse to take charge of her/his unit if assigned. The “Charge Nurse” assignment is like any other patient care assignment. If the RN is trained and qualified to take charge, she/he cannot refuse to take charge.
2. An RN can object to a specific “Charge Nurse” assignment, if the assignment is inappropriate and/or unsafe (see Assignment Despite Objection [ADO] form for circumstances which would indicate an assignment was inappropriate and/or unsafe).
3. If a specific “Charge Nurse” assignment is inappropriate and/or unsafe and the RN objects to the assignment, the RN should notify her/his supervisor, object to the specific assignment, complete an ADO and give the supervisor an opportunity to correct the situation.

If the situation can be corrected and the RN can appropriately and/or safely take the assignment, she/he would take the assignment.

If the situation cannot or will not be corrected, the RN would take the assignment despite objection and file the ADO.

Remember, taking charge is no different than taking any other patient care assignment and the RN cannot make a blanket refusal to taking charge.

For questions regarding this memorandum, please contact the PRN office at 408-249-0294.